

her own resources to help start and sustain these important programs and services. Bessie Baughn not only practices volunteerism, she preaches it as well. She writes a weekly column in the Independent where she encourages community work and volunteerism.

Mr. Speaker, Bessie Baughn is an outstanding woman and I salute her for her remarkable contributions and commitment to our community. I ask my colleagues to join me in honoring her on being inducted into the San Mateo County Women's Hall of Fame.

INTRODUCING THE FAIR PAY ACT OF 1999

HON. ELEANOR HOLMES NORTON

OF THE DISTRICT OF COLUMBIA
IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 24, 1999

Ms. NORTON. Mr. Speaker, Senator TOM HARKIN and I are introducing the Fair Pay Act of 1999, a bill that would require employers to pay equal wages to women and men performing comparable jobs in an effort to remedy the pay inequities that women continue to endure. We introduce this bill simultaneously in both Houses as an indication of the preeminent importance many American families attach to equal pay today.

At 76 percent of a men's wage, women's wages and the wage gap remain totally unacceptable. The continuing disparity is especially untenable considering that a significant part of the narrowing of the gap since 1963 is because of a decline in men's wages over the decades. The Equal Pay Act (EPA) was passed in 1963, and by focusing on pay disparities where men and women were doing the same (or similar) jobs, has helped narrow the wage gap between men and women. The Fair Pay Act takes the Equal Pay Act an important step further and seeks to confront the pay disparity problem of the 1990's the way the EPA confronted the equal pay problem in the 1960's.

Why has equal pay, once considered a women's issue, gone to the top of the polls for American families today? American families are becoming deeply dependent on women's wages today. Even in two-parent families, 66% of the women work, and the number of female-headed households has more than doubled since 1970.

Although most American families today must rely heavily on women's wages, women continue to earn less than their male counterparts with comparable qualifications and duties. Women complete more schooling than men but still have not caught up with men in earnings. Much of what progress has been made can be traced to the earnings of a small group of professional or highly skilled women. The average woman—the woman who works in a historically underpaid traditionally female occupation—has seen little progress. Over her lifetime, a woman loses over \$420,000 because of pay inequity, and collectively, women and their families lose more than \$100 billion in wages each year because of wage discrimination.

The FPA recognizes that if men and women are doing comparable work, they should be paid a comparable wage. If a woman is an emergency services operator, a female-dominated profession, for example, she should be

paid no less than a fire dispatcher, a male-dominated profession, simply because each of these jobs has been dominated by one sex. If a woman is a social worker, a traditionally female occupation, she should earn no less than a probation officer, a traditionally male job, simply because of the gender associated with each of these jobs.

The FPA, like the EPA, will not tamper with the market system. As with the EPA, the burden will be on the plaintiff to prove discrimination. She must show that the reason for the disparity is sex or race discrimination, not legitimate market factors.

As women's employment has become an increasingly significant factor in the real dollar income of American families, fair pay between the sexes has escalated in importance. There are remaining Equal Pay Act problems in our society, but the greatest barrier to pay fairness for women and their families today is a line drawn in the workplace between men and women doing work of comparable value. I ask for your support of the Fair Pay Act to pay women what they are worth so that their families may get what they need and deserve.

TRIBUTE TO MRS. FAY MARTIN JOHNSTON

HON. CHARLES W. "CHIP" PICKERING

OF MISSISSIPPI
IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 24, 1999

Mr. PICKERING. Mr. Speaker, I would like to pay tribute to a remarkable lady, Mrs. Fay Martin Johnston. Mrs. Johnston was one of my constituents from Forest, Mississippi. She passed away on February 27, 1999.

Mrs. Johnston was born in Edwards, Mississippi and was a resident of Forest since 1941. Mrs. Johnston was the wife of the late Eric E. Johnston, Jr. He was the former editor and publisher of the Scott County Times newspaper, Mayor of Forest, and noted author of books related to Mississippi politics.

During World War II, Mrs. Johnston assumed publication of the Scott County Times newspaper when her husband was called into the Army. She literally "did it all"—writing, editing, and operating the printing press in order to get the paper published. Mrs. Johnston was a charter member of the Scott County Chapter of the Daughters of the American Revolution and was actively involved in the Forest Presbyterian Church.

Mrs. Johnston's pride and joy was her family that included daughters Carol (Mrs. Bob Lindley), and Lynn (Mrs. Ben Catalina) and their families, her son Erle "Bubby" Johnston III, and his wife.

Mr. Sid Salter, current editor and publisher of the Scott County Times said, "Fay Johnston was a great lady and matriarch of a great newspaper family in Mississippi. She and Erle dedicated their lives to this community and were good stewards of the newspaper. In return they had the respect of the community and many, many friends here. The Johnston family has left a great mark on this city and country."

The legacy Mrs. Johnston leaves behind may best be described as love of God, love of family, love of Mississippi and country, and certainly love of Scott County and the town of Forest. I wish to extend my sympathy to her

family, while at the same time, express my appreciation for her life of service.

SAN FRANCISCO STATE UNIVERSITY'S 100TH ANNIVERSARY: A CENTURY OF OPPORTUNITY

HON. TOM LANTOS

OF CALIFORNIA
IN THE HOUSE OF REPRESENTATIVES

Wednesday, March 24, 1999

Mr. LANTOS. Mr. Speaker, I rise today to invite my colleague to join me in celebrating the 100th anniversary of the founding of San Francisco State University. The university was established on March 22, 1899. For three decades I had the privilege of serving as a professor of economics at this august educational institution, possibly the most ethnically diverse university in America. Then, as now, it had a commitment to provide a first-rate education to those who could not easily achieve one elsewhere—first and second generation immigrants and the working class.

My colleagues on the faculty of San Francisco State University are outstanding. They have received innumerable honors and awards over the years, including the Pulitzer Prize and the prestigious MacArthur "genius" grant. The all-round excellence of the faculty has created a curriculum renowned for its diversity. The creative writing, poetry, performing arts, film, and journalism departments are all nationally acclaimed. The masters program in biology was ranked first in the nation by the National Science Foundation for graduates who went on to earn doctorates. In the astronomy department, Professor Goeff Marcy and Paul Butler discovered two planets orbiting stars beyond our solar system in 1996, and they have discovered 10 more planets since then.

Though the faculty's academic strengths and excellent research are obvious, at San Francisco State teaching comes first. This school, which began as a teacher's college, retains its dedication to educating its students. Academic appointments are competitive, and as a result San Francisco State has been able to hire the best. Professors are hired for their teaching ability and dedication, generally carrying a course load of four classes.

Assigning teaching the number one priority has paid off in the classroom. Robert Corrigan, the excellent president of San Francisco State, says of the student experience: "Students get a better education here. They are in a classroom with someone with a doctoral degree and 20 years of teaching experience, and there might be only 25 students in the class."

During its century of service to the Bay Area, San Francisco State University has awarded 185,020 degrees. Its students have gone on to successful careers in every conceivable field, and even our current Mayor of San Francisco is a former student of the university. Graduates and faculty of San Francisco State have also served with us here in the Congress.

For the past hundred years San Francisco State University has educated and enriched the Bay area, the state of California, and our nation. I am honored to have contributed to this outstanding educational institution, Mr.